

## 2018 Current Fiscal Year Report: Department of Defense Wage Committee

Report Run Date: 06/05/2019 05:45:46 AM

### 1. Department or Agency

Department of Defense

### 2. Fiscal Year

2018

### 3. Committee or Subcommittee

Department of Defense Wage Committee

### 3b. GSA Committee No.

404

### 4. Is this New During Fiscal Year?

No

### 5. Current Charter

12/07/2016

### 6. Expected Renewal Date

12/07/2018

### 7. Expected Term Date

### 8a. Was Terminated During Fiscal Year?

No

### 8b. Specific Termination Authority

### 8c. Actual Term Date

### 9. Agency Recommendation for Next Fiscal Year

Continue

### 10a. Legislation Req to Terminate?

No

### 10b. Legislation Pending?

Not Applicable

### 11. Establishment Authority

Authorized by Law

### 12. Specific Establishment Authority

5 CFR 532.227

### 13. Effective Date

02/20/1973

### 14. Committee Type

Continuing

### 14c. Presidential?

No

### 15. Description of Committee

Non Scientific Program Advisory Board

### 16a. Total Number of Reports

No Reports for this Fiscal Year

### 17a. Open 0 17b. Closed 25 17c. Partially Closed 0 Other Activities 0 17d. Total 25 Meetings and Dates

Purpose	Start	End
To review and adopt (7) full scale wage areas; (8) wage change wage areas; (1) addendum to survey specifications; and (1) special rates.	10/10/2017	10/10/2017
To review and adopt (4) full scale wage areas; (2) wage change areas; (4) survey specifications, and (1) auto pay plan.	10/24/2017	10/24/2017
To review and adopt (5) full scale wage areas; (9) wage change wage areas; (5) survey specifications, and (3) auto pay plans.	11/07/2017	11/07/2017
To review and adopt (5) full scale wage areas; (5) wage change wage areas; (5) survey specifications, and (1) special rates.	11/21/2017	11/21/2017
To review and adopt (6) full scale wage areas; (7) wage change wage areas; (5) survey specifications; (1) automotive pay plan, and (3) addendums to survey specifications	12/05/2017	12/05/2017
To review and adopt (2) full scale wage areas; (5) wage change wage areas; (6) survey specifications, and (1) special rates area.	12/19/2017	12/19/2017
To review and adopt (3) survey specifications.	01/02/2018	01/02/2018
To review and adopt (5) full scale wage areas; (2) wage change wage areas; 6) survey specifications, and (1) addendum to survey specifications	01/16/2018	01/16/2018
To review and adopt (9) survey specifications and (1) special rates.	01/30/2018	01/30/2018
To review and adopt (4) full scale wage areas; (2) wage change wage areas; (8) survey specifications; (1) auto pay plan, and (1) special rates.	02/27/2018	02/27/2018
To review and adopt (7) full scale wage areas; (9) wage change areas; (6) survey specifications; (1) auto pay plan, and (1) special rates.	03/13/2018	03/13/2018

To review and adopt (4) full scale wage areas; (6) wage change areas; (2) survey specifications, and (1) special rates.	03/27/2018 - 03/27/2018
To review and adopt (6) full scale wage areas; (4) wage change wage areas, (6) survey specifications.	04/10/2018 - 04/10/2018
To review and adopt (7) full scale wage areas; (10) wage change wage areas, and (8) survey specifications.	04/24/2018 - 04/24/2018
To review and adopt (7) full scale wage areas; (5) wage change wage areas, (6) survey specifications; and (2) auto pay plans.	05/08/2018 - 05/08/2018
To renew and adopt 2 full scale wage areas; 4 wage change areas, and 5 survey specifications.	05/22/2018 - 05/22/2018
To renew and adopt 7 full scale wage areas; 9 wage change areas, and 6 survey specifications.	06/05/2018 - 06/05/2018
To review and adopt 4 full scale wage areas; 1 wage change wage area, 7 survey specifications, and 1 addendum to survey specifications.	06/19/2018 - 06/19/2018
To review and adopt 9 full scale wage areas; 9 wage change wage areas, 4 survey specifications, 2 automotive pay plans, and 1 addendum to survey specifications	07/03/2018 - 07/03/2018
To review and adopt 3 full scale wage areas; 1 wage change area, and 9 survey specifications.	07/17/2018 - 07/17/2018
To review and adopt 4 full scale wage areas; 5 wage change wage areas, and 7 survey specifications.	07/31/2018 - 07/31/2018
To review and adopt 5 full scale wage areas; 6 wage change wage areas, 5 survey specifications, 1 automotive pay plan, and 2 addendum to survey specifications	08/14/2018 - 08/14/2018
To review and adopt 11 full scale wage areas; 5 wage change wage areas, 3 survey specifications, 1 automotive pay plan, and 2 addendum to survey specifications.	08/28/2018 - 08/28/2018
To review and adopt 8 full scale wage areas, 7 wage change wage areas, 1 survey specification, and 1 special rate.	09/11/2018 - 09/11/2018
To review and adopt 4 full scale wage areas and 2 wage change wage areas.	09/25/2018 - 09/25/2018

#### **Number of Committee Meetings Listed: 25**

	<b>Current FY</b>	<b>Next FY</b>
<b>18a(1). Personnel Pmts to Non-Federal Members</b>	\$0.00	\$0.00
<b>18a(2). Personnel Pmts to Federal Members</b>	\$0.00	\$0.00
<b>18a(3). Personnel Pmts to Federal Staff</b>	\$37,815.00	\$37,815.00
<b>18a(4). Personnel Pmts to Non-Member Consultants</b>	\$0.00	\$0.00
<b>18b(1). Travel and Per Diem to Non-Federal Members</b>	\$0.00	\$0.00
<b>18b(2). Travel and Per Diem to Federal Members</b>	\$0.00	\$0.00
<b>18b(3). Travel and Per Diem to Federal Staff</b>	\$0.00	\$0.00
<b>18b(4). Travel and Per Diem to Non-member Consultants</b>	\$0.00	\$0.00
<b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b>	\$0.00	\$0.00
<b>18d. Total</b>	\$37,815.00	\$37,815.00
<b>19. Federal Staff Support Years (FTE)</b>	0.30	0.30

#### **20a. How does the Committee accomplish its purpose?**

Committee actions result in published regular wage schedules for 131 appropriated fund and 118 nonappropriated fund Federal Wage System (FWS) wage areas, and numerous special schedules. All FWS employees in these wage areas are paid from the schedules approved by the DoD Wage Committee.

#### **20b. How does the Committee balance its membership?**

Membership includes the National labor unions and the Defense Department (Military Services and Defense Agencies) who represent or employ the FWS employees covered by the wage schedules. Title 5 USC 5343 guarantees labor involvement in the process.

**20c. How frequent and relevant are the Committee Meetings?**

Meetings are scheduled to be held approximately 24 times a year to receive, review, and consider wage survey specifications; wage survey data; local wage survey committee reports and recommendations; and to approve wage schedules. Schedules are issued throughout the year. The Committee must continue in order to meet statutory criteria to issue FWS wage schedules.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

The DoD Wage Committee implements Title 5 USC 5343. The DoD Civilian Personnel Advisory Service, Wage and Salary Division, provides the technical expertise to the Committee to approve the schedules. The Committee is required to guarantee labor-management involvement in determining the wage schedules.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

Meetings are closed based on the expectation that the discussions involve matters related to the internal personnel rules and practices of the Department of Defense and matters involving trade secrets and commercial or financial information obtained from a person with a guarantee that the data are regarded as privileged or confidential information. To permit the Wage Committee meetings to be open to the public prevents the discussion of such matters and greatly diminishes the Committee's recommendations to the Deputy Assistant Secretary of Defense for Civilian Personnel Policy concerning all matters involved in the development and authorization of wage schedules for Federal prevailing rate employees pursuant to Public Law 92-392.

**21. Remarks**

The committee does not issue a separate report to the government's decision maker. The committee's recommendations are contained within the committee meeting minutes. Department of Defense (DoD) policy between fiscal year 2007 and 2015 required that subcommittee members be listed separately in the subcommittee section of GSA's Database, even if they were duly appointed members of the parent committee. This policy, in some instances, caused a duplication of entries. Beginning in fiscal year 2014, DoD will only list in the subcommittee section of GSA's Database those who are appointed to just a subcommittee. If an individual is appointed to the parent committee and to one of the committee's authorized subcommittees then his or her subcommittee affiliation will be reflected in the parent committee membership section of GSA's Database.

## Designated Federal Officer

Karl H Fendt DFO

Committee Members	Start	End	Occupation	Member Designation
Archer, Candace	05/26/2015	05/30/2018	American Federation of Government Employees	Special Government Employee (SGE) Member
O'Conner, Paul	08/03/2015	08/03/2018	Metal Trades Department AFL/CIO	Special Government Employee (SGE) Member
Pedersen, David	04/15/2014	04/30/2018	Department of the Navy	Regular Government Employee (RGE) Member
Sexton, Lowell	10/24/2016	10/24/2018	Department of the Air Force	Regular Government Employee (RGE) Member
Simon, Jacqueline	01/23/2008	01/29/2018	American Federation of Govt. Employees AFL/CIO	Special Government Employee (SGE) Member
Sokol, Pamela	01/23/2010	01/30/2018	Department of the Army	Regular Government Employee (RGE) Member
Webb, Sylvia	07/06/2010	07/26/2018	Department of the Army	Regular Government Employee (RGE) Member

**Number of Committee Members Listed: 7**

## Narrative Description

The Department of Defense Wage Committee operates in accordance with the provisions of the Operating Manual, The Federal Wage System, issued by the Office of Personnel Management and DoD Instruction 5120.39, Department of Defense Wage Fixing Authority--Appropriated Fund and Nonappropriated Fund Compensation Programs, dated September 10, 2008.

## What are the most significant program outcomes associated with this committee?

Checked if Applies

Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input type="checkbox"/>
Major policy changes	<input type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input type="checkbox"/>
Increased customer satisfaction	<input checked="" type="checkbox"/>
Implementation of laws or regulatory requirements	<input checked="" type="checkbox"/>
Other	<input checked="" type="checkbox"/>

## Outcome Comments

The Committee recommends Federal Wage System (FWS) wage schedules, reports and survey data, and the statistical analysis and pay schedules proposed by the DoD Defense Civilian Personnel Advisory Service, Wage and Salary Division to the Department of

Defense Wage Fixing Authority. These schedules are applicable to all wage areas since the Department of Defense, as lead agency, is responsible for all FWS surveys.

**What are the cost savings associated with this committee?**

Checked if Applies

None	<input type="checkbox"/>
Unable to Determine	<input checked="" type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>
Over \$10,000,000	<input type="checkbox"/>
Cost Savings Other	<input type="checkbox"/>

**Cost Savings Comments**

NA

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

6,944

**Number of Recommendations Comments**

This includes Wage Schedules, Addendum to Survey Specifications, Survey Specifications, Special Rates, and Automotive Pay Plans.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

100%

**% of Recommendations Fully Implemented Comments**

All recommendations by the Committee have been fully implemented.

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

0%

**% of Recommendations Partially Implemented Comments**

NA

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes ☒ No ☐ Not Applicable ☐

### **Agency Feedback Comments**

Wage Committee members are provided minutes from each meeting.

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input type="checkbox"/>
Issued new regulation	<input type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

### **Action Comments**

Based upon Committee recommendations, special rate requests and/or cancellations and wage area redefinition proposals have been forwarded to OPM.

**Is the Committee engaged in the review of applications for grants?**

No

### **Grant Review Comments**

NA

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

Contact DFO	<input type="checkbox"/>
Online Agency Web Site	<input type="checkbox"/>
Online Committee Web Site	<input type="checkbox"/>
Online GSA FACA Web Site	<input type="checkbox"/>
Publications	<input checked="" type="checkbox"/>
Other	<input type="checkbox"/>

### **Access Comments**

Information pertaining to this committee can be obtained from the Designated Federal Officer or the GSA's FACA Database.